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. . . . The 34th meeting of the CIA RETIREMENT BOARD convened at 2:00 p.m. on Tuesday, 26 April 1966, in room 7D34, with the following present:

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[Redacted] Acting Chairman
[Redacted] DDP Member
[Redacted], DDP Member
[Redacted] DDI Member
[Redacted] DDS&T Member
Mr. Alan M. Warfield, DDS Member

25X1A9a

[Redacted] DS Member
[Redacted] Legal Adviser
[Redacted] Finance Adviser
[Redacted] Executive Secretary
[Redacted], Recording Secretary

25X1A9a

[Redacted] You have all had the minutes of the last meeting - the 33rd meeting of the Retirement Board. Are there any additions, corrections, or comment?

25X1A9a

[Redacted] I have one, Gerry.

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I'm not at all sure -- and I will stand corrected -- that this discussion of the [Redacted] case was actually the consensus of this Board. I had rather thought that it had been agreed that Emmett Echols was to discuss the case further with the Career Service involved to see if there wasn't additional evidence that was appropriate, or something to that effect. Because my reading of this - this, in effect, is a turn down of the cases.

MR. WARFIELD: I had a subsequent discussion -- I'm sure it wasn't reflected in any minutes -- or this may be what they are referring to here -- that the Director of Personnel, in conjunction with you, Phil, was going to prepare a briefing to be given to anybody that wanted it - but especially to Security, because Security seems to be having the most difficulty in understanding the law and the Regulation at this point.

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Now, Phil, do you know whether-- You were there when we discussed this--

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[REDACTED] Yes, he mentioned that after that meeting--

MR. WARFIELD: And the idea was that the briefing was to be -- well, first to explain the law - explain the problems that the Board has with the law and with the Regulation, and then to be of the greatest assistance possible in helping them to develop cases, where the cases warrant it, in terms of the law and the Regulation.

25X1A9a

[REDACTED] That was a part of the thrust of the Board's view, I thought, Alan -- which is not at all consistent with the way the minutes read here. These minutes do not reflect what the Board's view was, is my point -- and Alan put the complementary part, that Personnel was going to make every effort to be of as much assistance as possible in preparing a case for presentation.

MR. WARFIELD: I think it's probably correct that on the basis of the way the cases were presented, they were rejected. Is that not correct?

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[REDACTED] That is my impression.

25X1A9a

The [REDACTED] case was clear cut -- and the other one, too, because even with that time allowed, he would not have had the 60 months.

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MR. WARFIELD: One was hanging on [REDACTED]

25X1C4a

[REDACTED] and the other on a BEC claim.

25X1A9a

[REDACTED] I think this is an accurate enough statement as far as it goes, but it doesn't go nearly far enough, is my point -- because standing alone, I don't think this meets what the consensus of the Board was -- and to me, I think it's a pretty important point.

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MR. WARFIELD: I would propose that the minutes be amended and that the last paragraph of paragraph 5 read: After a discussion of the facts as presented in these two cases, it was the unanimous conclusion of the Board that on the basis of the evidence submitted neither [REDACTED] met the requirements for designation as participants in the CIA Retirement and Disability System. It was further agreed that the Director of Personnel would develop briefing material and take a posture of assisting people who have a valid claim, within terms of the law and the Regulation, to develop their best case.

25X1A9a

[REDACTED] I think we all felt that insufficient evidence was presented to come within the Regulation and the law, and that if they had anymore information, you were going to try to get it from them.

25X1A9a

[REDACTED] I would accept Alan's addition.
Is there any support to the motion to amend the minutes of the previous meeting?

25X1A9a

[REDACTED] I will second that motion.

25X1A9a

. . . . This motion was then passed

25X1A9a

[REDACTED] The minutes will be amended as stated.
We will now proceed to New Business, the review of the cases that have been distributed in the books.

In Category A there are two applicants for voluntary retirement, to be effective on the dates indicated, and their requests have been endorsed by the Heads of their Career Service.

Any question or comment?

25X1A9a

[REDACTED] I can't rightly let this go without mentioning

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that this one [REDACTED] has boomeranged as far as we're concerned, because this is a fellow we hate to see go -- and we have done our best to try to talk him out of going -- but he's taking advantage of this new program, and he's going into the real-estate business. But there is no better practical engineer in the Agency. But we tried. You will notice he's an old Commo man -- he's now DDS&T -- and we tried to get him back.

25X1A9a

[REDACTED] The Chair will entertain a motion--
Recommend that both cases be approved for voluntary retirement.

25X1A9a

[REDACTED] Second.

. . . . This motion was then passed

25X1A9a

[REDACTED] In Category B the following employees appear to meet the basic criteria for designation as participants and have 15 or more years of Agency service.

Any question or comment on any of these cases? (No response.) If not, their designation is approved.

Under Category C the following employees appear to meet the basic criteria for designation as participants, and will complete 15 years of service on the dates indicated.

Any question or comment on any of these cases? (No response.) If not, they will be designated as participants.

Category D, 196 cases of employees who appear to meet the basic criteria for designation as participants.

Any question or comment on these cases? (No response.) If not, they will be designated as participants.

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Any further New Business to come before the Board?

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[REDACTED]

As a point of information, suppose in this

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No. 2 case under Category A [REDACTED], where the man is only 50, suppose he asked to retire and suppose the Head of his Career Service had said no? then where would the thing sit?

25X1A9a

[REDACTED]

Well, under the law it has to be with the approval of the Director, so if the Director did not approve, he couldn't retire.

25X1A

[REDACTED]

Now if, as you say (indicating [REDACTED]

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you wanted him to stay, why did you approve his leaving, then?

25X1A9a

[REDACTED]

I just think as a practical matter it's pretty

25X1A

hard to chain a man to a desk that he doesn't want.

[REDACTED]

But that kind of makes it awkward (as far as the law)--

25X1A9a

[REDACTED]

I don't think so -- and this very point was discussed, and it was recognized that in most cases the practical situation is just as Harry discussed it, but on the other hand, you could come across a truly unique case where the guy's services were desperately needed -- a specialist of some kind -- and you just put all the pressure in the world on him, and say, "Look, we can hold you, eventually" - and maybe you will get the guy to stay. But in the final analysis, if he wants to go--

25X1A9a

[REDACTED]

There isn't much you can do.

The military services are all the time turning men down who want to retire.

25X1A9a

[REDACTED]

We're not under military law.

I don't see any point, then, in having a law in that regard.

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MR. WARFIELD: I think you would have to have some unique qualifications that would lead the Director to decline to grant it on the recommendation of the Head of the Career Service. Here is a man who is well qualified but he's not uniquely qualified--

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[REDACTED] No.

And also, he has been a good and faithful servant, and there's no reason to have his leaving wind up with acrimony. And despite what the law says -- and I realize the military is a little different -- but here if a man wants to leave and you don't let him go, there's no guarantee he's going to be a very productive man from that point on -- it's just as simple as that -- so I see no point in trying to stop him.

25X1A9a

[REDACTED] I'd like to know, for my own edification -- and I don't think this affects the decisions in these cases at all -- there are three or four cases here in Category D where on the Service Agreement you will notice it was crossed out that the nominee is overseas. Now there were a couple of cases where you crossed that out, that the nominee is overseas. Then in another case the nominee is on home leave and you say that the Service Agreement will be requested when the nomination has been approved. Is there any reason why you couldn't have gotten the Service Agreement from the other two or three cases?

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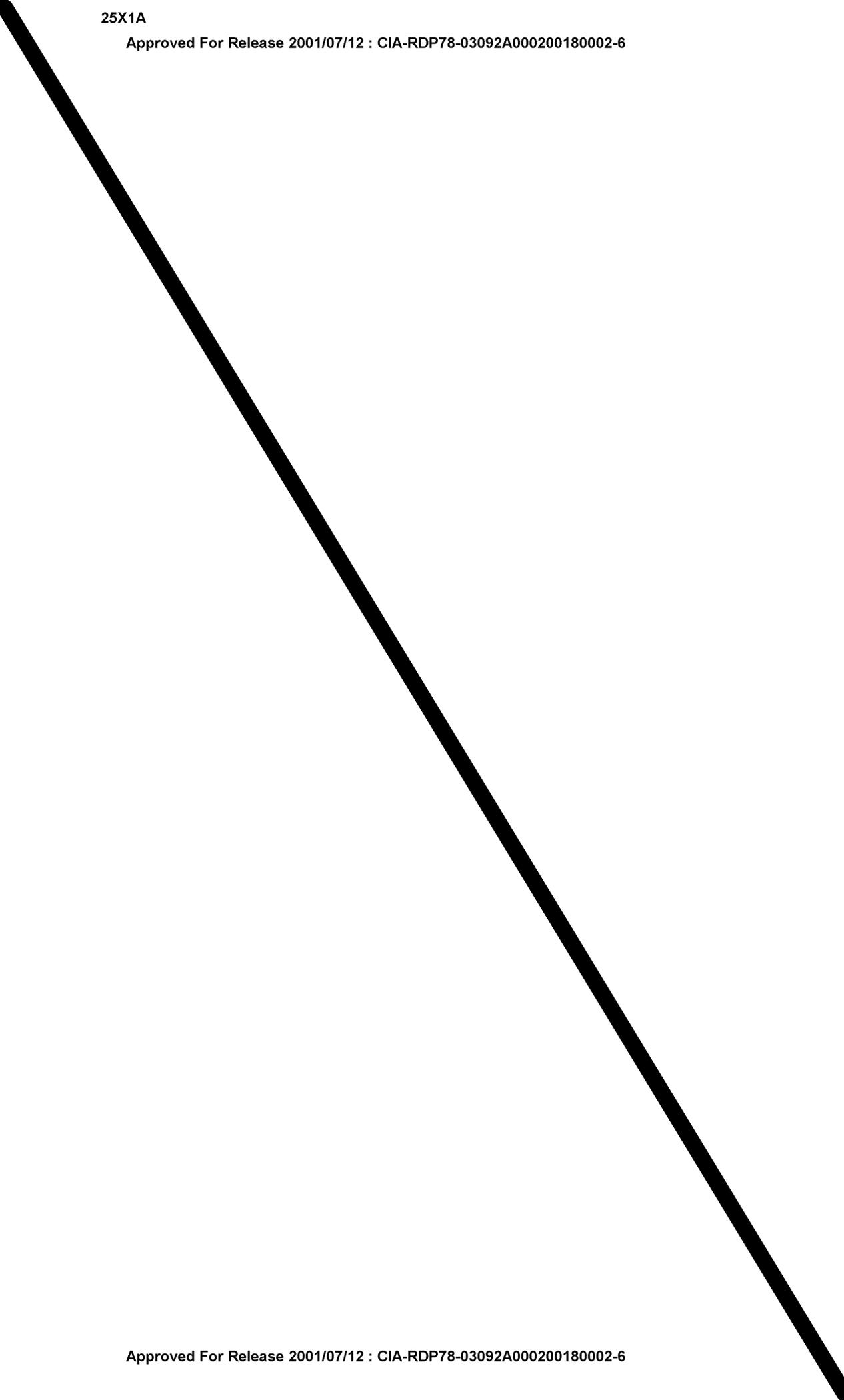
[REDACTED] I've checked with Commo on these -- most of these work at the [REDACTED] I think the one that was on home leave was actually in between tours -- he had been here, then went on home leave, and departed for the field immediately after his home leave.

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25X1A9a

[REDACTED] Well, I assumed there was some reason for it.

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25X1A9a [REDACTED] I talked to him about it and he said he was going to consider it.

25X1A9a [REDACTED] I thought he said we were going to talk about it at the next meeting.

25X1A9a [REDACTED] My suggestion was simply that at this point in time with the Retirement Staff well up on the kinds of questions the Board has, I find little value in looking at the histories of all these individuals -- and do we really need it? and couldn't we simply have a list and a certification that they have more than enough qualifying service, etc. -- the certification by the Retirement Staff -- rather than putting out 20 copies of personal histories, which I doubt that many of us have time to look at.

25X1A9a [REDACTED] Or perhaps it could be just a certification on this covering sheet that lists the names. But I would have to have this same type of information, anyhow, for my own records--

25X1A9a [REDACTED] But you still have a lot of labor in making up copies and assembling these books.

25X1A9a [REDACTED] How do you feel about that, Karl?
[REDACTED] Well, I don't know, I personally find it kind of interesting. And once in awhile we do spot some discrepancies or some questionable points. Now I trust the Retirement Staff on all that sort of thing, but I do think it is useful background, frankly.

25X1A9a [REDACTED] What do you think, Paul?
[REDACTED] Well, I kind of like to see this on the DD/I folks -- of course I'm more concerned about them. And then the ones that don't automatically fall under the System, I like to look at the background there. But on the others, I'd be very happy to see a

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certification, and of course with the understanding that a complete volume would be available in the office of the Retirement Staff if anybody wanted to consult it before the meeting.

25X1A9a

[REDACTED]

Mike, what would you prefer?

[REDACTED]: It doesn't matter -- but I find it interesting reading, too. I still don't know how you decide CIA employment, though -- what the date of it is -- but I try to check that date, and I try to check the number of months and when I'm satisfied they have gone over 60, then I stop. But I think they've done a yeoman job, all right -- and very few errors have I seen -- but I'd like to continue my present system.

25X1A

[REDACTED]

Of course, if you had the case of a man claiming qualifying service that had not been earned overseas, I would want to see the background there.

25X1A9a

[REDACTED]

It was agreed if it was a questionable case or if there was an unusual feature we would do the same thing as we do now, but where the case was absolutely cut and dried, this was my proposal.

25X1A

[REDACTED]

I don't think people are operating on that cut and dried basis--

25X1A9a

[REDACTED]

But you only have a handful of those in these big books, that is the point.

MR. WARFIELD: John, what would happen if on the basis of these records it showed that the man had all the qualifications and then it came time for him to retire and it was found that a mistake had been made, or the records were incorrect, or something of that nature, and he was in fact not qualified, but we had put him in?

25X1A9a

[REDACTED]

Well, I daresay there are several ways you could approach it, if you still had enough time to (withdraw it) -- otherwise you would just correct the records. And I think there is authority in the

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because it would be only a few people at a time -- people as they reach their anniversaries.

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[REDACTED] It seems to me, frankly, if there are only four or five more meetings with this volume, we might as well continue with this type of presentation. It has to be made available for any component that wants it, anyway, so we might as well, since we have the machine running we might as well keep it running, and let it go at that -- if that is satisfactory to the Board?

25X1A9a

[REDACTED] It's not real economy in government, Gerry (laughing), but I do not object.

25X1A9a

[REDACTED] I don't object, either -- I merely raised it as, hopefully, a profitable suggestion. Maybe your point is valid, Gerry, that we only have five or six more meetings.

25X1A9a

[REDACTED] It's the magnitude -- the plain old paperwork is just overwhelming. But I don't care -- if they think they can hack it for a few more meetings.

25X1A9a

[REDACTED] You have to duplicate them anyway, don't you?

[REDACTED] Yes.

[REDACTED] Any further comment? (No response.)

The meeting is adjourned.

. . . . The meeting adjourned at 2:25 p.m.

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